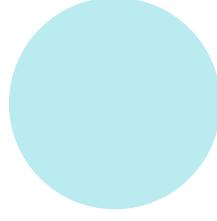
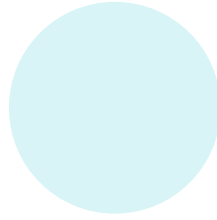
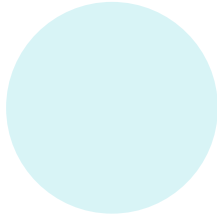
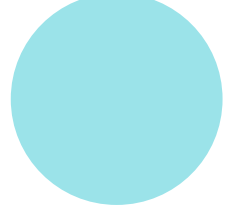
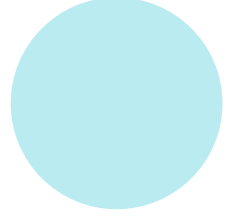
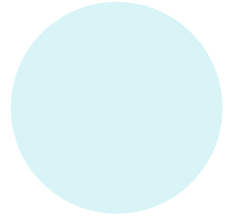


# TRIPARTITE OVERSIGHT COMMITTEE

## ON WORKPLACE SAFETY AND HEALTH



**2021–2024 REPORT**

# CONTENTS

<b>Foreword</b>	<b>3</b>
<b>Introduction</b>	<b>4</b>
Terms of Reference for the third Tripartite Oversight Committee Term	
Tripartite Oversight Committee organisation structure	
<b>Executive Summary</b>	<b>5</b>
Key achievements	
Key learnings	
<b>Total Workplace Safety and Health Programme for Workers in High-Risk Industries</b>	<b>6</b>
Overview of achievements	
New modalities developed to engage employers and employees on Total WSH and accident prevention awareness	
Creating sustainability by building industry capability in Total WSH	
<b>Forging Healthier and Safer Workplace Environments for All Workers</b>	<b>12</b>
Overview of achievements	
Geographical strategy	
Built environment strategy	
Company outreach strategy	
<b>Delivering Appropriate Health Programmes to the Hard-To-Reach Mature Workers</b>	<b>18</b>
Overview of achievements	
Geographical approach	
Sectoral approach	
Union-based approach	
<b>Commitment to Addressing Workplace Mental Well-Being</b>	<b>22</b>
<b>Conclusion</b>	<b>24</b>
Looking ahead to the fourth term (2024–2027)	
Refreshed focus areas for the fourth term	
<b>Organisation Chart</b>	<b>26</b>
TOC main committee members	
TOC sub-committee members	

# FOREWORD

Since the first Tripartite Oversight Committee (TOC) on Workplace Safety and Health was launched in 2014, how and where we work have changed. We have new ways of communication, new tools for work and new places of work. We also learnt more about how work environments influence our physical and mental well-being.

The third TOC term (2021–2024) started in the wake of the COVID-19 pandemic, which catalysed new norms and accelerated existing trends such as digitalisation and remote work. The TOC adapted to this by pivoting our workplace safety and health initiatives to ensure that we continue to effectively serve the needs of different segments of our workforce.

- Leveraging digital platforms to engage hard-to-reach workforce segments, such as gig economy workers and migrant workers.
- Promoting Total Workplace Safety and Health (WSH) and accident prevention through the expansion of digital engagement, safety events and increased engagement in high-risk industries to reach hard-to-engage segments like migrant workers.
- Expanding Healthy Workplace Ecosystems (HWEs) by partnering with Facility Management Companies (FMCs) to create healthier and safer work environments.
- Improving and enhancing the Workplace Outreach Wellness (WOW) programme to provide affordable, high-quality health-related programmes for companies, particularly SMEs, to better support healthier working environments for their workers.
- Increasing engagement with mature workers through enhanced programmes like “Health in the Heartlands”, “Health Chats @ Hawker Centres” and “Health Champs”.
- Launching initiatives to support workers’ well-being, including the iWorkhealth Lite tool, self-help resources like MindSG and mindline.sg and the Well-Being Champions Network.

We are proud to have more than 263,000 participants in our workplace health and safety programmes. In addition, we are buoyed by the news that Singapore’s workplace fatal injury rates dropped to below 1.0 per 100,000 workers in 2023, putting Singapore among the safest workplaces in the world. We wish to express our heartfelt appreciation to all partners, employers and unions, for their commitment to the shared goals of better workplace safety and health for all.

Moving forward, the TOC will continue its work under the leadership of Mr Tay Choon Hong, CEO of the Health Promotion Board (HPB) and Mr Silas Sng, Divisional Director for Occupational Safety and Health in the Ministry of Manpower (MOM). This will lend weight to two new focus areas of Preventive Health and Occupational Health, in support of national initiatives such as Healthier SG. With the new national movement on Healthier SG, we call on employers to encourage their employees to enrol in Healthier SG and participate in workplace or community-based healthy lifestyle activities via the Healthy 365 mobile application.

We look forward to continuing this journey together.

Stay safe and stay well,



**Dr. Janil Puthucheary**

Senior Minister of State,  
Ministry of Health



**Mr Zaqy Mohamad**

Senior Minister of State,  
Ministry of Manpower



# INTRODUCTION

Since its inception in 2014, the Tripartite Oversight Committee (TOC) on Workplace Safety and Health has supported employers in achieving total workplace safety and health through various holistic programmes and initiatives. As it marks its tenth year, the TOC continues to enhance the health and safety of Singapore's workforce by raising awareness on holistic safety and health, as well as engaging hard-to-reach mature workers and workers in business clusters.

## Terms of Reference for the third TOC Term

COVID-19 has been a turning point for Singapore's workforce, prompting the TOC to engage more employers in workplace safety and health. Recognising the challenges of partial remote work and the blurred lines between professional and personal lives, the TOC continues to prioritise the importance of mental well-being. The TOC aims to deepen engagement of workers in settings that include, but are not limited to:

- High-risk industries such as Construction, Marine, Chemical, Oil and Gas, Transport and Storage industries;
- Business, industrial clusters and precincts; and
- Mature workers in key sectors such as Transport and Logistics, Food and Beverage, Cleaning, Security, Education, Healthcare and Retail.

### Organisational Structure of the TOC

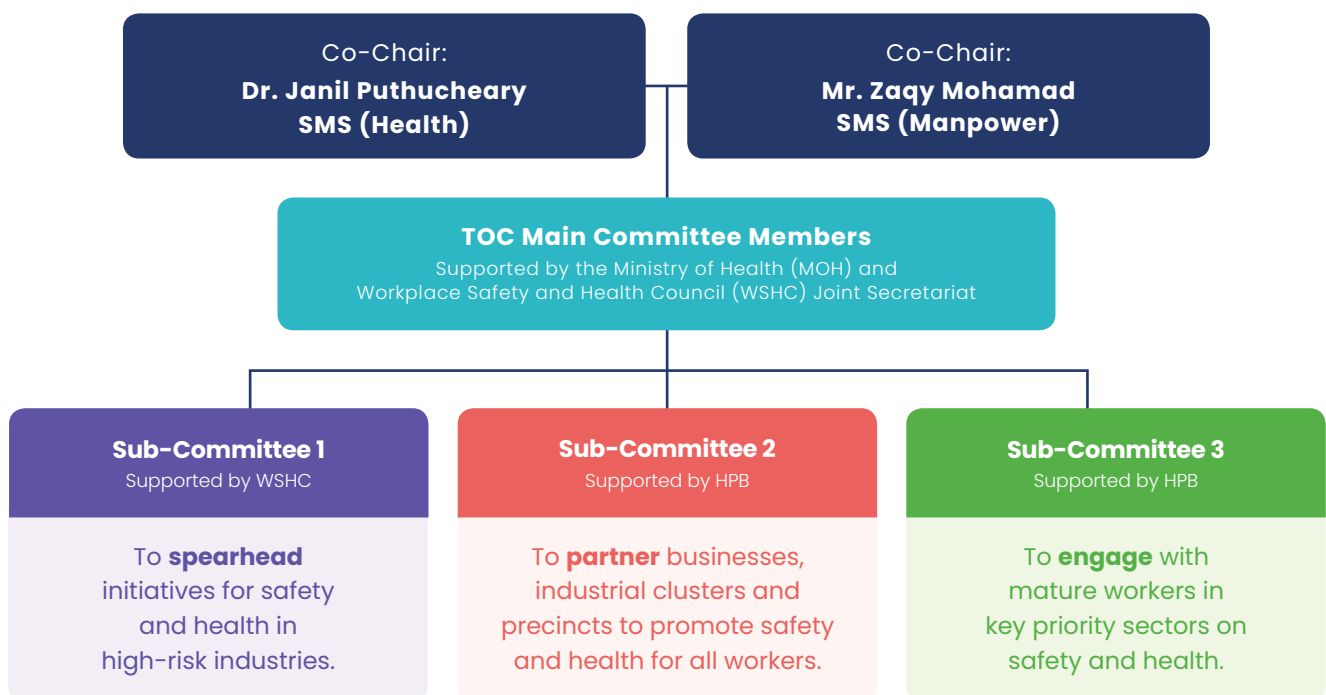


Figure 1. The organisation structure of the TOC. With effect from June 2023, the TOC was subsumed under the Multi Agency Workplace Safety & Health Taskforce (MAST).

# EXECUTIVE SUMMARY

## Key Achievements

By the end of the third term (June 2024), close to **1.4 million workers** have access to workplace safety and health programmes, with more than **263,000 workers** having participated in these programmes.



More than 136,000 workers have access to **Total WSH services**, with 16,000 workers having participated in various safety and health modules under the Total WSH Programme.



More than 995,000 workers within the Healthy Workplace Ecosystems (HWEs), Business Improvement Districts (BIDs) and companies have access to **broad-based and company-specific workplace health programmes** with more than 140,000 workers having participated in these programmes.



More than 241,000 workers from **seven sectors**, including mature workers of health-promoting malls, hawkers and gig economy workers have access to targeted programmes, with more than 107,000 workers having participated in them.

## Key Learnings



### Improve the Total WSH Service Delivery Model

The Total WSH services will need to continuously improve to remain relevant and value-adding so that companies are incentivised to adopt the services for safety and health of their workforce.



### Encourage Collaborations and Ground-Up Initiatives

Ground-up initiatives such as collaborations with business improvement districts and facility management companies have proven to be successful and similar partnerships will be explored.



### Support Employers in Adopting Workplace Safety & Health

Besides the Workplace Outreach Wellness (WOW) programme and Total WSH Programme, we can strengthen support for employers by developing resources that would empower them to take charge of cultivating a healthier workplace and encouraging employees to enrol in Healthier SG.

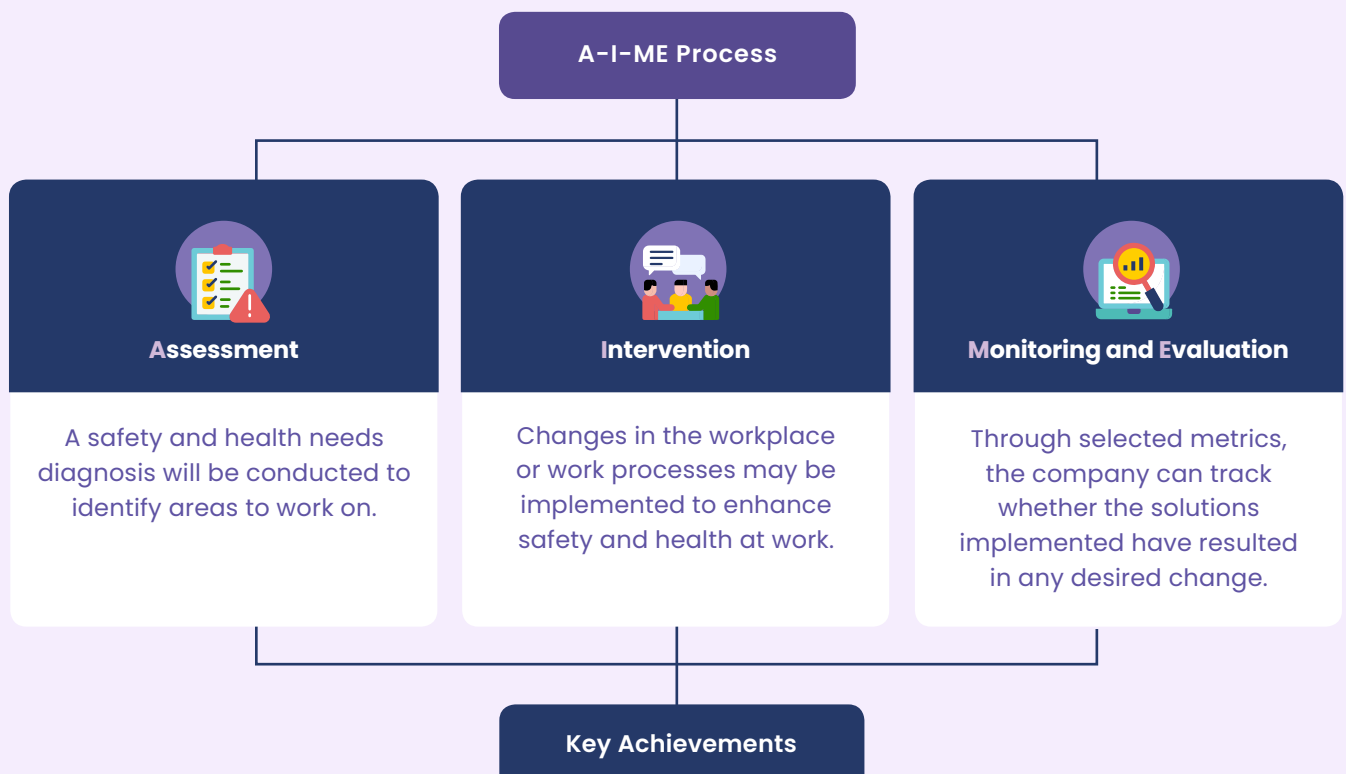


### Explore Digital and Virtual Options for Workplace Health Programmes

Virtual options like tele-coaching and app-based programmes increased outreach and improved workers' participation. A pilot to engage receptive digitally savvy workers via a new app-based coaching programme will be explored.

# TOTAL WSH PROGRAMME FOR WORKERS IN HIGH-RISK INDUSTRIES

The Total WSH Programme was first launched in 2014 to guide companies on the **Assessment, Intervention, Monitoring and Evaluation (A-I-ME)** process as well as to support funded interventions.



More than **136,000 workers** have access to the Total WSH Programme, with more than **16,000 participating workers** from high-risk industries.

## 2021-2024 Focus Areas









**New modalities developed to engage employers and employees on Total WSH and accident prevention awareness.**



**Creating sustainability by building industry capability in Total WSH.**

Findings indicated that advocating the well-being of workers resulted in healthier behaviours and the creation of a safer and more supportive working environment.

Total WSH Programme Achievements	
Successful Programme Implementations	 <p><b>84% of participants</b> were satisfied with the programme, with the “Ergonomics” and “Safety” workshops receiving the highest satisfaction scores.</p>
	 <p><b>15% of participants</b> returned to attend the Ergonomics workshops as they found it valuable and were motivated to learn more.</p>
	 <p><b>16% of participants</b> found the Safety workshops useful in their daily work and returned to attend more sessions.</p>
Increase in Worker’s Knowledge	 <p><b>89% of participants</b> rated their knowledge gain at <b>80%</b>, indicating that the programme has helped increase knowledge of the respective topics successfully.</p>
Positive Changes in Worker’s Lives	 <p><b>52% of participants</b> from the Ergonomics workshops reported improvement in at least one pain score indicator.</p>
	 <p><b>35% of participants</b> experienced reduced pain interference in their daily lives after joining the Ergonomics workshops.</p>







## NEW MODALITIES

developed to engage employers and employees on Total WSH and accident prevention awareness

### Expanding Digital Engagement and Education

Focusing on new ways to engage stakeholders, WSHC leveraged on digital platforms and developed interactive WSH content to increase the engagement of migrant workers in high-risk industries, enhancing their WSH knowledge.

#### Outreach on Social Media



#### Engaging Migrant Workers through Social Media and Influencers

A dedicated Facebook page for migrant workers was set up in December 2022 with content in English and native languages such as Tamil, Bengali and Mandarin, reaching over 17,000 followers on the iWSH Facebook page.

Collaboration between WSHC, the Migrant Workers' Centre and the Assurance, Care and Engagement (ACE) Group amplified the reach of digital WSH content via social media channels.

Partnering with migrant worker influencers to leverage on their Facebook page helped spread WSH messages to their followers and encouraged more workers to follow the iWSH Facebook page.

#### Bite-Sized WSH Resources



#### WSH Toolkits for Small-and-Medium-sized Enterprises (SMEs)

##### For Employers

WSH Toolkits, containing bite-sized collaterals such as checklists, pictograms and posters, were developed to address four major incident types: Vehicular Safety, Slips Trips and Falls, Ladder Safety and Roof Works Safety.

##### For Workers

A wide array of resources was produced, including pictograms, GIFs and educational videos. Migrant worker influencers were engaged to create videos offering tips on working safely at heights and reporting unsafe workplace situations.



## Total WSH Clinic Models

The Total WSH Clinics offered a one-stop shop for safety and health services covering areas such as injury prevention, physical and mental health promotion to assist employers in supporting their worker's health and safety needs. Employers can conveniently access safety and health services that complement the healthcare services they usually engage the Total WSH Clinics on, at one location.

### Pilot on Total WSH Clinic Models

A pilot with AcuMed Medical Group was launched in October 2022 to provide better access to Total WSH services. Around 1,880 workers participated in the preventive health offerings such as health screening, ergonomics and mental well-being workshops.



Total WSH Clinic model was made available to approximately **46,000 workers** from **714 companies**.

## Advancing Safety Through Stakeholder Engagement

To strengthen our efforts in promoting Total WSH across high-risk industries, we collaborated with various agencies and industry associations to organise webinars, forums and conventions.

We also established workgroups and taskforces to drive the integration of Total WSH into industry safety evaluations and the criteria for the Singapore Workplace Safety and Health Conference Awards.





## Creating sustainability by **BUILDING INDUSTRY CAPABILITY** in Total WSH

### Incorporating Workplace Health Risk Into Risk Assessments

Delivering impactful programmes is integral to enhance awareness of employers on the importance of incorporating workplace health risks into their Risk Assessments, as the health of workers directly affects safety and efficiency of work activities.

### Integrating Total WSH Concept in Training Courses

Education was vital to sustaining safety practices and healthy workplaces. Following its third revision in 2021, the **Code of Practice on WSH Risk Management** now covers management of infectious disease outbreak, workers' health (including mental well-being) and terrorist threats under Risk Management.

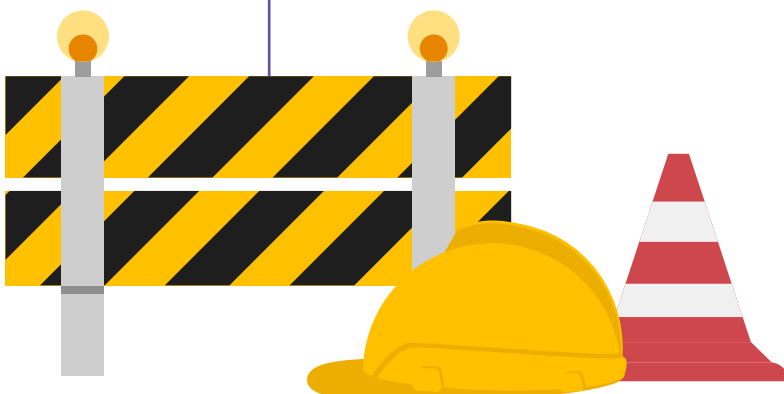
The Specialist Diploma in WSH programme was enhanced to equip learners with advanced knowledge on the Total WSH concept in September 2021. To provide a holistic learning journey, courses on health and mental well-being, including peer-to-peer support and ergonomic hazard evaluation have been incorporated into the **WSH Officers' Continuing Professional Development (CPD) programmes**. These courses will empower WSH officers to undertake modern workplace challenges effectively.

### Achieving a Workplace Fatality Injury Rate of Below 1.0

This places Singapore in the same league as nations recognised for their exemplary safety records, like the Netherlands, the United Kingdom, Germany and Sweden. This milestone would not have been possible without the collective efforts of employers, workers, the government and tripartite partners and our decade-long commitment to safety excellence.



Singapore's workplace fatal injury rate fell to **0.99 per 100,000 workers** in 2023, the first time it dropped below 1.0, other than 2020 when work was disrupted by COVID-19.



### Our Success Story with Sumitomo Chemical Engineering Singapore Ptd. Ltd.

As part of the Total WSH Programme, more than **120 workers** participated in sessions consisting of ergonomics, safety and mental well-being.



More than **95% of the participants** gave positive feedback on gaining knowledge from these sessions.

“

Our Total WSH Consultant took time to understand our company and workers' profile before recommending intervention programmes to address our needs. The programmes could be brought down to our worksites which was convenient to us. The intervention programmes on ergonomics, safety and mental well-being have benefitted us and we make it a regular practice to do the ergonomics exercises we were taught. The trainers were very engaging as well.

After learning about Heat Stress Management, we also implemented water parades at our construction sites to improve workers' hydration. Overall, we are very satisfied with Total WSH Programme and would recommend others to join too. We will definitely continue our Total WSH journey.

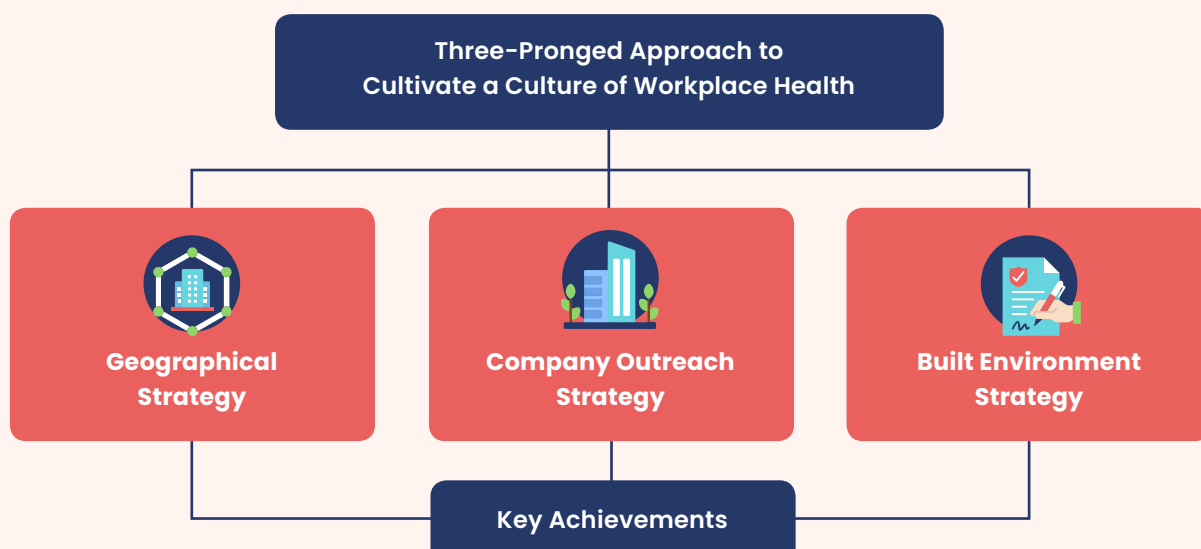
**Mr. R. Anand**

Deputy Manager – HSE, Sumitomo Chemical Engineering Singapore Pte Ltd

”

# FORGING HEALTHIER AND SAFER WORKPLACE ENVIRONMENTS FOR ALL WORKERS

Collaboration works when like-minded partners come together. The TOC supported **a healthier and safer workplace environment** through partnering with building owners, precinct stakeholders and company decision makers. These partners facilitate workers' access to health programmes that are suited to both their demographics and needs.



More than **995,000 workers** within the Healthy Workplace Ecosystems (HWEs), Business Improvement Districts (BIDs) and companies have access to broad-based and company workplace health programmes, of which more than **140,000 workers** participated in these programmes.

## Changes from a 12-Week Lifestyle Management Programme



**85%** improved in total physical activity (TPA).



**96%** improved in at least one dietary behaviour (wholegrains/vegetables/fruit consumption).

## Changes from Mental Well-Being Initiatives (from Apr 2023–Mar 2024)



**77%** learnt how to support peers at work.



**75%** gained knowledge on self-care and ways to improve mental well-being.

The TOC has achieved the following with these multi-pronged approaches:



### Geographical Strategy



Expanded and formalised **new partnerships with four BIDS**  
– Raffles Place Alliance, Marina Bay Alliance, Marina Central, and Singapore River One.



Engaged more than **30,000 workers in more than 30 buildings** through CBRE Singapore.



Scaled up from 68 to **88** HWEs.



More than **100,000** workers participated.



Implemented programmes in co-working spaces (JustCo, WeWork, Hive), extending reach to **18,000 workers**.



Through tailored programmes catering to different worker profiles (Business/Industrial), **53% of inactive participants became active** (meeting a minimum of 150 mins of moderate to vigorous physical activity (MVPA/week) after 1 year of participation.)



### Company Outreach Strategy



More than **470 companies** (70% SMEs) came onboard the WOW programme.



More than **39,000 workers** participated in the WOW programme and joined the National Steps Challenge for Corporates.



### Built Environment Strategy



Partnered with the Building and Construction Authority (BCA) to initiate policy changes for companies to create healthier buildings and office spaces through the **Green Mark for Healthier Workplaces Scheme** in 2018 and **BCA Green Mark Certification** in 2021.



## The wins from the **GEOGRAPHICAL STRATEGY**

The geographical strategy (Healthy Workplace Ecosystems) uses shared building facilities to **promote healthy living** such as open spaces for exercise sessions, or seminar rooms to conduct educational workshops. Amenities such as healthier food options at food and beverage outlets are also offered, all with the aim of promoting healthy living at a common geographical site. Recognising that workers in strata-owned buildings were an untapped market, we also embarked on a new strategy to collaborate with Facility Management Companies (FMCs), a key influencer, creating ground-up health initiatives for a healthier workplace.

### Growing Our Influence Through Precincts

Working with the Urban Redevelopment Authority (URA), we partnered with BIDs to drive outreach to workers in these areas. HPB co-created programmes and initiatives with precinct health champions to enhance the vibrancy of the area through various place management efforts.

#### Our Success Story with BIDs



Over **14% increase** in average monthly attendance from precincts with HPB-organised programmes.



Over **15% increase** in participants overall MVPA (moderate-vigorous physical activity) minutes within a year.

#### Marina Central's Positive Impact on Health



*Workers enjoying a session of yoga at Suntec City on International Yoga Day.*

**53% growth** in health impact found associated with the Marina Central precinct through regular organised health and wellness programmes in shared spaces.

#### Singapore River One's Transformation



*Zumba enthusiasts exercising with a lush green view at Read Bridge.*

More than **6,000 workers** within the Singapore River One (SRO) precinct benefited from SRO incorporating health into their engagement activities.



## Collaboration With FMCs Proven a Success

CBRE Singapore, as the appointed FMC partner, developed a health and wellness programme, "CBRE PLAY", which was offered to all the tenants across 30 buildings.

### Our Success Story with CBRE PLAY

We initiated a successful pilot in 2021 to explore how FMCs could collaborate with us on health promotion at workplaces, allowing for a scale-up in 2022 to benefit more workers in strata-owned developments. These collaborations provided workers access to previously unavailable programmes such as exercise sessions, educational workshops and healthier food options.



Happy faces filled our Mental Well-Being Workshop during the art jam session.



Free health screening and mental well-being workshop on Women's Day.



Participants enjoying the art of calligraphy for stress management.



Successful Bounce Party session with enthusiastic participants.

“

We take our Environmental, Social and Governance goals seriously, and one key component is the well-being of our tenants' workforce. CBRE PLAY's health and wellness programme has played a vital role in helping us achieve these goals and at the same time meet the healthy workplace criteria for our Green Mark recertification.

**Mr. William Wong**  
Centre Manager,  
Prudential Tower

Since the programme's inception, we've witnessed a noticeable shift. The staff are not only happier but also more engaged in their work and they look forward to the weekly workout session. In fact, they requested for more workout sessions per week!

**Ms. Doris Teo**  
HR, Intricon Pte Ltd, Tenant of Admirax

”





## Shaping the built environment through **BUILT ENVIRONMENT STRATEGY**

To foster a supportive health promoting workplace environment, HPB partnered with the Building and Construction Authority (BCA) to initiate **policy changes for companies to create healthier buildings and office spaces** through the Green Mark for Healthier Workplaces Scheme and BCA Green Mark Certification.

### Designing Healthier Workplaces through the BCA-HPB Green Mark Scheme

Launched jointly by BCA and HPB in 2018, the **Green Mark for Healthier Workplaces Scheme (GM HW: 2018)** serves to place occupants' health and well-being as a priority for office design. The aim is to create a supportive environment using workplace health structure, policies and programmes.

In November 2021, a revised **BCA Green Mark Certification (GM: 2021)** with an expanded focus to include both health and sustainability was launched under the Singapore Green Building Masterplan. The GM: 2021 assesses buildings for their construction, designs, operations and retrofits to determine if occupants will benefit physically, mentally and socially from these enhancements.

#### Our Success Story with GM HW: 2018 and GM: 2021



Since its launch, the GM HW: 2018 scheme has successfully impacted more than **56,000 workers** from **145 workplaces**.

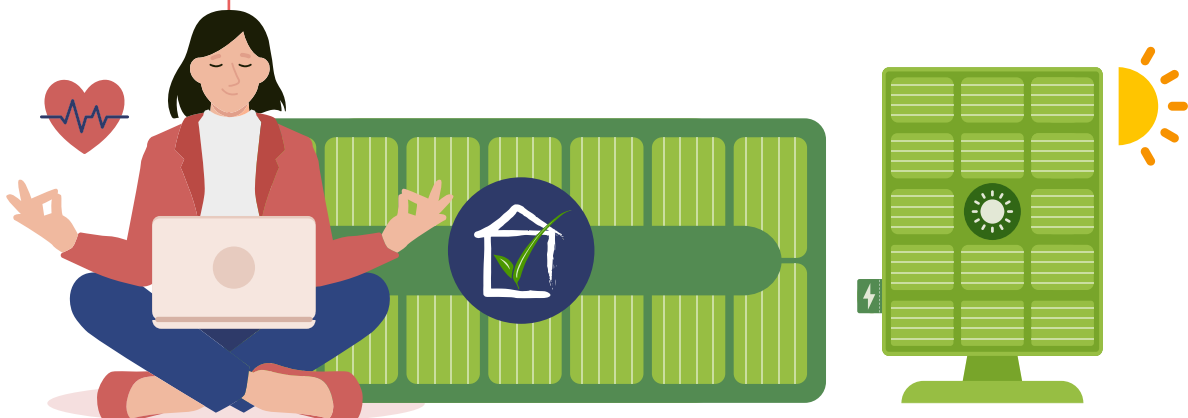


**124 building projects** obtained the GM: 2021 since its launch.

#### Additional achievements under the Health and Well-Being sustainability section



**17 projects** clinched the Health and Well-Being badge.





## Reaching companies through **COMPANY OUTREACH STRATEGY**

The enhanced Workplace Outreach Wellness (WOW) programme reached out to companies, in particular, the SMEs, to **provide a variety of affordable and high-quality health programmes** for companies to achieve holistic, healthier working environments for their workers.

### Driving Improvements in Workplace Health for Companies

#### Our Success Story with **WOW Programme**

Launched in 2020, the WOW programme was designed to support private companies in organising health programmes such as ergonomics, health screening and coaching, mental well-being, nutrition and physical activities to benefit their workers. The WOW programmes was remodelled in 2023 with a curated list of readily available, high-quality activities to simplify the programme selection process and facilitate a hassle-free experience for companies. These programmes can be arranged at their preferred location and timings to fit workers' schedules and can be easily implemented by companies regardless of their size and resources.

Mental well-being remains the most popular topic amongst employers, accounting for 53% of the sessions organised in 2023. Workshops on stress management and fostering positive workplace relationships were key areas of interest.



Workers benefiting from on-site health screenings.



Educational games allow workers to play and learn at the same time.

“

We have thoroughly enjoyed the programmes, such as “Managing Stress Creatively”, offered under WOW. The benefits extend beyond our expectations, providing both knowledge enrichment and stress relief, which impact on our personal and work lives.

**Ms. Goh Pei Shan**

Senior Admin HR Manager, Koh Kok Leong Enterprise Pte Ltd

”

# DELIVERING APPROPRIATE HEALTH PROGRAMMES TO THE HARD-TO-REACH MATURE WORKERS

Priority sectors such as cleaning, education, food and beverage, healthcare, retail, security, transport and logistics have a higher proportion of hard-to-reach mature workers, gig economy workers and self-employed workers. Hence, TOC developed a series of activities aimed at **delivering appropriate health programmes** tailored to their needs, in collaboration with platform operators and unions.





## Engaging hard-to-reach workers with **GEOGRAPHICAL APPROACH**

The geographical approach involved **delivering health programmes directly to workers** in the food and beverage and cleaning sectors, at their workplaces, targeting those who might otherwise have limited access to healthcare resources.

### Bringing Health Programmes to the Heartlands

Through the “Health in the Heartlands” programme, we provided workers with better access to programmes such as health checks and coaching.

#### Our Success Story with Health in the Heartlands



Through our efforts, over **11,000 workers** at **42 malls** gained knowledge and health tips on chronic disease prevention and management, mental well-being and nutrition.



**12% of participants** who did not meet the guideline pre-programme, met the **150 minutes** active time post-programme.



**41% of participants** showed improvement in at least one dietary behaviour (wholegrains/vegetables/fruit consumption).



**14% of participants** showed reduction in body pain score.

“

*I feel that the coaching has helped me in my daily life. I learnt about healthy sleep habits from the coaches, which are practical tips for me to follow.*

**Ms. Sonia Sarasbathi**  
McDonald's Staff, Oasis Terraces



*The coach has given useful information to encourage workers like us to adopt a healthy lifestyle. To keep fit, I learnt how to include more active time during my off day.*

**Ms. Nerlynn**  
Mall Worker, Eastpoint Mall

”



## Progressive outreach with **SECTORAL APPROACH**

We collaborated with key partners, including the Early Childhood Development Agency and the Academy of Singapore Teachers under the Ministry of Education, to organise **health activities tailored to suit the needs of education professionals.**

### Curating Health Programme for the Educational Sector

Health Champs, launched in 2016, is a workplace health programme (WHP) for working adults employed in the education sector. The programme consists of both on-site and virtual activities that covered a range of topics such as mental well-being, nutrition and physical activities to encourage healthier lifestyle habits.



To date, over **24,000 individuals** in the education sector have participated in this programme.

#### Our Success Story with Health Champs

HPB collaborated with NTUC First Campus Limited to roll out WHP targeting more than 5,000 staff in 2023. This initiative included physical and mental well-being activities such as exercise workouts, webinars, as well as health screening and coaching to boost the health and well-being of staff in the pre-school sector.



NTUC First Campus workers at a mental well-being workshop conducted by HPB.



NTUC First Campus workers at the blood pressure station during a workplace health screening co-organised by HPB.

“

NTUC First Campus prioritises our employees' well-being with regular health screenings and mindfulness workshops. We foster a supportive and healthy work culture, as we believe that a thriving team means better support for the families and children we serve.

**Mr. Simon Ong**

Chief HR Officer, NTUC First Campus Limited

”



## Meaningful breakthrough from **UNION-BASED APPROACH**

Gig economy workers and other self-employed individuals, including taxi and private-hire vehicle drivers, food and parcel delivery workers, as well as sports and fitness instructors, are worker groups that can benefit from access to health programmes. Through close collaboration with unions and platform partners, we **facilitated access to workplace health programmes for these groups of workers.**

### Providing Health Programmes through Unions and Platform Operators

“

The health coach was able to explain the health messages clearly and I have learnt useful health tips to lead a healthy lifestyle.

**Mr. Mohamed Naseer bin Abdul Salam**  
Food Delivery Rider, Grab

We worked closely with unions such as NTUC's Freelancers and Self-Employed Unit (U FSE) and platform partners such as Grab, foodpanda, Deliveroo and ComfortDelgro to offer curated WHP to meet the health needs of gig economy workers and other self-employed persons.

On-site and virtual modalities are offered to provide flexibility to gig economy workers. There are also customised health coaching sessions with practical tips on mental well-being, nutrition and physical activities that they can practise in their own time.



Blood pressure measurement for a Grab partner at Grab's Service Centre.



Dr Janil Puthucheary and Mr Zaqq Mohamad, Co-Chairs of the TOC, interacting with Grab's private-hire vehicle drivers and delivery workers at a mental well-being workshop at Grab's Service Centre.

### Our Success Story with Unions and Platform Operators



More than **20,000 workers** have participated in our health programmes since rolling it out in 2019.



**35% of participants** who did not meet the guideline pre-programme, met the **150 minutes** active time post-programme.



**43% of participants** showed improvement in at least one dietary behaviour (wholegrains/vegetables/fruit consumption).



**15% of participants** showed reduction in body pain score.





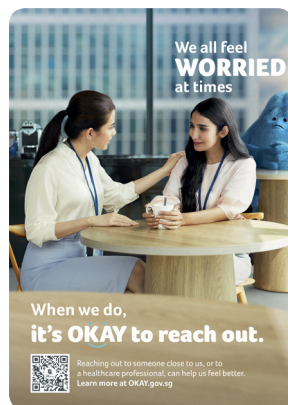
# COMMITMENT TO ADDRESSING WORKPLACE MENTAL WELL-BEING (MWB)

Workplace stress can lead to physical and mental health issues that could have serious consequences for both companies and workers if not managed carefully. Early intervention is crucial to improving workers' mental well-being. The TOC has identified **three key workplace mental well-being (MWB) strategies** to support workers:

## Creating Awareness of MWB

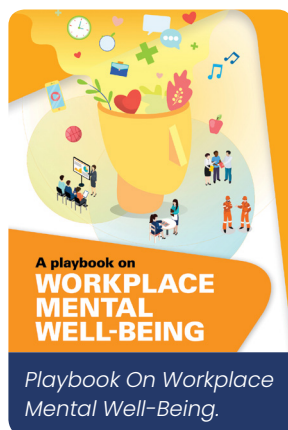
The **National Mental Well-Being Campaigns** created awareness on MWB and later iterations also imparted vital skillsets for positive mental well-being.

### It's OKAY to Reach Out Campaign



The inaugural campaign was launched in November 2021 to encourage Singaporeans, including the working adult population to reach out for support.

### Workplace Mental Well-Being Campaign



The Playbook on Workplace Mental Well-Being was launched during the Campaign in December 2021, which aims to encourage workplaces to prioritise mental well-being through integrating proactive practices into their daily operations.

- ➔ New **CARE (Culture of Acceptance, Respect and Empathy) Award** launched to recognise companies that prioritise mental well-being. A total of 15 awards were given in 2022 and 2023.

### Supporters Who Listen, Support Better Campaign

The campaign ran from September to December 2023 to help Singaporeans recognise the correct skillsets and be equipped to support someone around them, starting with active listening as the focused skillset.

- ➔ A total of **28 roving ground exhibitions** drove interest in building the essential skills sets at workplaces such as OneNorth and OnePunggol.



'Supporters Who Listen, Support Better' roving exhibition at Fusionopolis.



## Entrenching MWB Structures at Workplaces Through Upskilling Workers With a Peer Support System

### iWorkHealth



*iWorkHealth tool allows companies to identify and manage workplace stressors.*

**iWorkHealth**, a free online self-administered psychosocial assessment tool was introduced in 2021 to enhance MWB support at workplaces. This tool allows companies to identify and manage workplace stressors and helps with intervention programmes for workers' mental well-being. **iWorkHealth Lite** was launched in February 2024 to act as a pulse survey tool to strengthen the companies' abilities to monitor their workers' work stress and burnout level.

→ A total of **38,800 individuals** from **588 companies** benefited from iWorkHealth.

### Well-Being Champions Network

The **Well-Being Champions Network**, launched in November 2023, is aligned with the National Mental Health and Well-Being Strategy with the aim to help employers create supportive workplaces and de-stigmatise mental health issues at work. As of end April 2023, 280 organisations have joined as members.



*Launch of the Well-Being Champions Network by Minister of State (Manpower), Ms. Gan Siow Huang, on 20 November 2023.*

## Educating Employees With Self-Care Tactics and Coping Skills

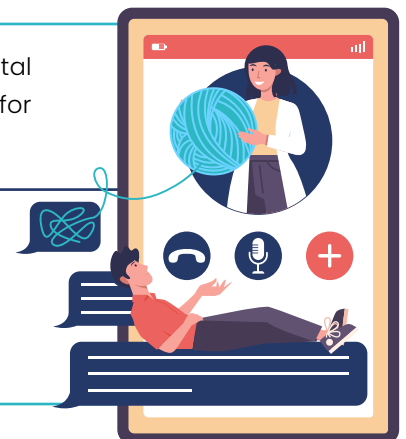
The TOC paved the way to equip individual workers with self-care and coping skills via **MindSG** and **mindline.sg**. These complement the broader campaigns aimed at companies to provide a holistic approach to total mental well-being in the workplaces for the benefit of both employers and employees.

### MindSG

**MindSG** puts together trustworthy resources curated by mental health experts to provide individuals with a one-stop shop for MWB support.

### mindline.sg

**mindline.sg** utilises technology to provide a safe environment for individuals to seek help anonymously when needed.



# CONCLUSION

## Looking ahead to the fourth term (2024–2027)

The TOC has been renamed the Tripartite Committee on Workplace Health (TC-WH) to better reflect the focus on workplace health. It will build on the strong foundations laid in previous TOC terms and work on the recommendations made.



### Collaborating with BIDs, FMCs, Companies, Platform Operators and Unions

Exploring more ground-up collaborations with partners in different sectors to promote ownership of workplace health as well as to sustain interest from both employers and employees.



### Using Data Insights to Improve Outreach

Leveraging on data insights to improve outreach to workplaces in the various industries.



### Digitalising Workplace Health Programmes to Benefit Workers

Delivering workplace health programmes in alternative ways, such as tele-coaching and app-based programmes, to benefit workers in unique working environments with the aim of reaching more workers.



## Refreshed focus areas for the fourth term

Additionally, in support of the Multi-Agency Workplace Safety and Health Taskforce (MAST), the TC-WH will drive the implementation of workplace health initiatives across companies, with targeted approaches for high-risk industries.

<b>Preventive Health</b>	<p>Healthier SG is a multi-year effort by the Ministry of Health (MOH) to transform Singapore's healthcare system towards a stronger focus on preventive care. HPB and the WSHC have been providing programmes that promote healthier lifestyle at workplaces and will continue to work with industry partners, employers and unions to drive these efforts to prevent and manage chronic diseases among workers.</p>
<b>Occupational Health</b>	<p>There has been a rise in occupational disease (OD) prevalence in the past years,<sup>1</sup> notably in the areas of noise-induced deafness and work-related musculoskeletal disorders. There is scope to address proper prevention and management of ODs in workplaces, to mitigate risks and ensure that workers who are more likely to be exposed to them have access to the appropriate care. It is also important to improve OD detection and reporting as well as to strengthen interventions to prevent and manage ODs.</p>

## References

<sup>1</sup> Workplace Safety and Health Report 2023, Ministry of Manpower

# ORGANISATION CHART

## TOC Main Committee Members

Co-Chairs		Members	
<b>Dr. Janil Puthucheary</b> Senior Minister of State <b>Ministry of Health</b>	<b>A/Prof Gan Wee Hoe</b> Chief Executive Officer <b>SingHealth Community Hospitals</b>	<b>Mr. Simon Lim</b> <i>(Member until June 2023)</i> Group Director, Outreach <b>Health Promotion Board</b>	<b>Mr. Jason Chen Joe Lui</b> Director, Place Management <b>Urban Redevelopment Authority</b>
<b>Mr. Zaqy Mohamad</b> Senior Minister of State <b>Ministry of Manpower</b>	<b>Mr. Ong Hwee Liang</b> Vice-President, NTUC Central Committee; General Secretary of the SIA Engineering Company Engineers and Executive Union <b>National Trades Union Congress</b>	<b>Mr. Loh Chin Hui</b> Director, Workplace Health and Outreach Division <b>Health Promotion Board</b>	<b>Mr. John Ng</b> <i>(Member until June 2023)</i> Chairman <b>Workplace Safety and Health Council</b>
<b>Mr. Tay Choon Hong</b> <i>(Co-Chair as of June 2023)</i> Chief Executive Officer <b>Health Promotion Board</b>	<b>Mr. Heah Soon Poh</b> Assistant Chief Executive Officer <b>Sentosa Development Corporation</b>	<b>Ms. Delia Teo</b> Director, Population Health <b>Ministry of Health</b>	<b>Mr. Christopher Koh</b> General Manager <b>Workplace Safety and Health Council</b>
<b>Mr. Silas Sng</b> <i>(Co-Chair as of June 2023)</i> Divisional Director Occupational Safety and Health Division <b>Ministry of Manpower</b>	<b>Mr. Chia Ngiang Hong</b> Group General Manager <b>City Developments Limited</b>	<b>Dr. Chow Wai Leng</b> <i>(Member until June 2023)</i> Director, Disease Policy and Strategy Division <b>Ministry of Health</b>	<b>Ms. Anthea Ong</b> Chairperson <b>WorkWell Leaders Ltd</b>
	<b>Mr. Tony Chooi</b> <i>(Member until November 2023)</i> Immediate Past President <b>Environmental Management Association of Singapore</b>	<b>Prof. Chia Kee Seng</b> Founding Dean <b>Saw Swee Hock School of Public Health</b>	<b>Ms. Hazlina Abdul Halim</b> President <b>Singapore Muslim Women's Association</b>
	<b>Mr. Andrew Ang</b> President <b>Environmental Management Association of Singapore</b>	<b>Mr. Raj Joshua Thomas</b> President <b>Security Association Singapore</b>	<b>Ms. Jamuna Rani Govindaraju</b> Executive Director <b>Singapore Indian Chamber of Commerce &amp; Industry</b>
	<b>Mr. Melvin Yong Yik Chye</b> Assistant Secretary General <b>National Trades Union Congress</b>	<b>Mr. Edwin Lye</b> Deputy Executive Director <b>Singapore National Employers Federation</b>	<b>Mr. Mohksin Rashid</b> Member <b>Association for Muslim Professionals</b>
		<b>Mr. William Aw</b> Director and Head of Property Management, South Asia <b>Hongkong Land</b>	



## TOC Sub-Committee One Members

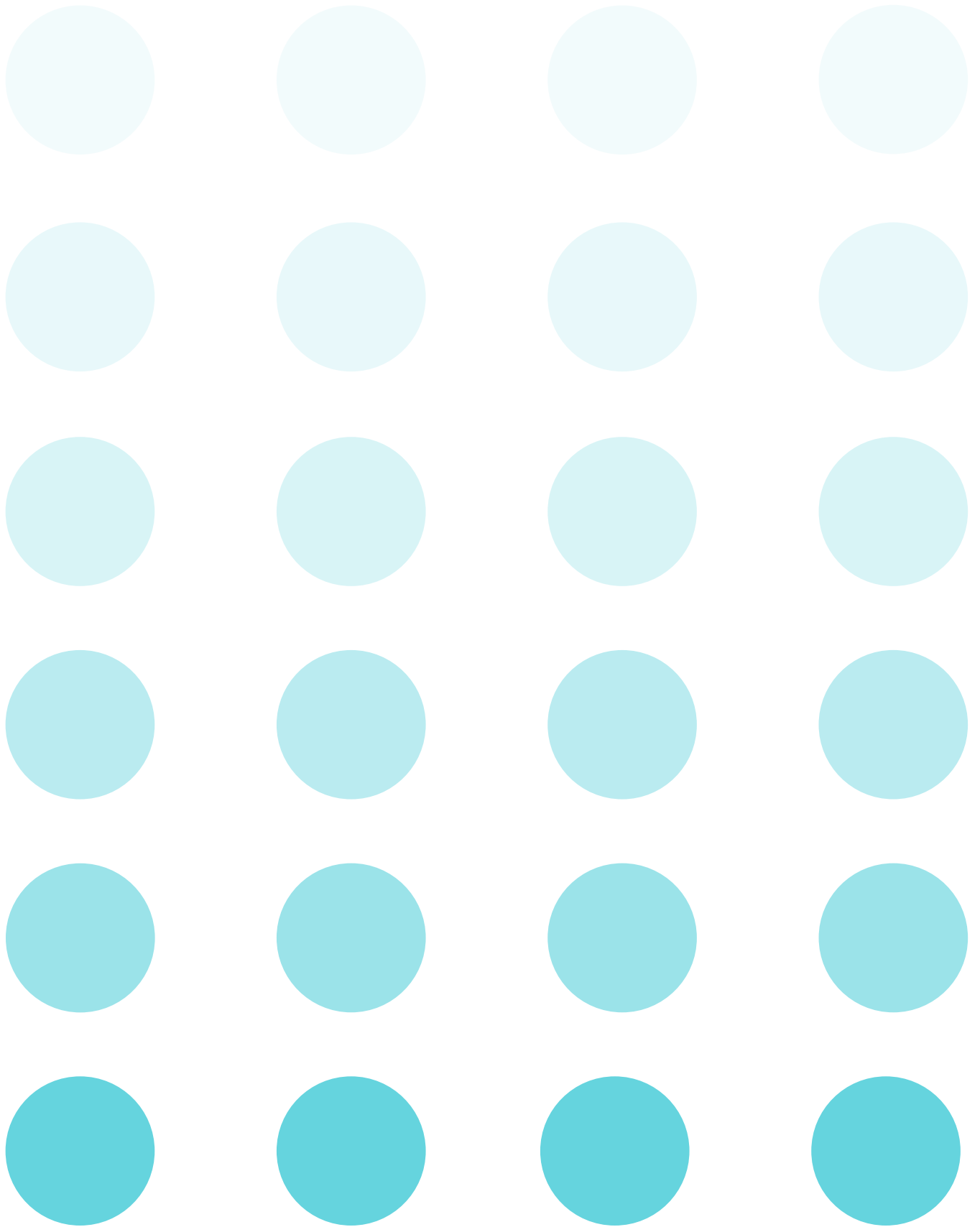
Co-Chairs	Members		
<b>A/Prof Gan Wee Hoe</b> SingHealth Community Hospitals	<b>Mr. Simon Lim</b> (Member until October 2023) Health Promotion Board	<b>Mrs. Foo-Leoh Chay Hong</b> Building and Construction Authority	<b>Mr. Justin Aow Shao Yi</b> Food and Beverage Management Association
<b>Mr. Ong Hwee Liang</b> National Trades Union Congress	<b>Mr. Loh Chin Hui</b> Health Promotion Board	<b>Er. Goh Keng Cheong</b> Housing and Development Board	<b>Ms. Lucy Tan</b> Singapore Human Resources Institute
	<b>Mr. Christopher Koh</b> Workplace Safety and Health Council	<b>Mr. Jerry Seah</b> Singapore National Employers Federation	<b>Mr. Tony Chooi</b> Environmental Management Association of Singapore
	<b>Mr. Yee Lok Yeen</b> (Member until October 2023) Association of Singapore Marine Industries	<b>Ms. Foo May Ling</b> Singapore Manufacturing Federation	<b>Dr. Lucy Leong</b> (Member until August 2023) Ministry of Manpower
	<b>Ms. Angeline Tay</b> Singapore Society of Occupational Health Nurses	<b>Mr. Koh Chwee</b> (Member until August 2023) Jurong Town Corporation	<b>Mr. Lim Teck Chuan</b> Advanced Manufacturing Employees' Union
	<b>Mr. Bernard Soh Hong Kuan</b> Singapore Institution of Safety Officers	<b>Mr. Alvin Soong Kheng Boon</b> Land Transport Authority	<b>Ms. Andelyn Oh</b> Singapore Logistics Association
	<b>Ms. Loh Gek Khim</b> SkillsFuture Singapore	<b>Mr. Lee Kay Chai</b> Singapore Contractors Association Limited	

## TOC Sub-Committee Two Members

Co-Chairs	Members		
<b>Mr. Heah Soon Poh</b> Sentosa Development Corporation	<b>Mr. Ang Kian Seng</b> Building and Construction Authority	<b>Mr. Segar G</b> JLL Singapore	<b>Mr. Tew Koon Huat</b> Singapore Chinese Chamber of Commerce and Industry
<b>Mr. Chia Ngiang Hong</b> City Developments Limited	<b>Ms. Foo Peng Er</b> CapitaLand Investment Limited	<b>Ms. Audrey Balakrishnan</b> Lendlease Singapore	<b>Mr. Jason Chen Joe Lui</b> Urban Redevelopment Authority
	<b>Mr. Loh Wei Loon</b> CBRE Singapore	<b>Dr. Loke Wai Chiong</b> MOH office for Healthcare Transformation	<b>Mr. Woon Cheng Peng</b> Workplace Safety and Health Institute
	<b>Mr. Allen Ang</b> City Developments Limited	<b>Mr. Kenny Chan</b> Singapore Business Federation	
	<b>Ms. Kris Ong</b> Health Promotion Board	<b>Mr. William Aw</b> Hongkong Land	

## TOC Sub-Committee Three Members

Co-Chairs	Members		
<b>Mr. Melvin Yong Yik Chye</b> National Trades Union Congress	<b>Ms. Pauline Mo</b> Early Childhood Development Agency	<b>Mr. Goh Teck Chin</b> PSA Corporation Ltd	<b>Mr. Milton Ng</b> Waste Management & Recycling Association of Singapore
<b>Mr. Tony Chooi</b> (Co-Chair until November 2023) Environmental Management Association of Singapore	<b>Mr. Lee Ping Yuen</b> (Member until September 2023) Grab Singapore	<b>Mr. Raj Joshua Thomas</b> Security Association Singapore	<b>Ms. Adeline Ng</b> Workplace Safety and Health Institute
<b>Mr. Andrew Ang</b> Environmental Management Association of Singapore	<b>Mr. Alan Lee</b> Grab Singapore	<b>Mr. Kuek Chiew Peng</b> The Federation of Merchants Association Singapore	
	<b>Ms. Christine Fock</b> Health Promotion Board	<b>Ms. Jean See</b> NTUC Freelancers and Self-employed Unit	



PUBLISHED IN  
**OCTOBER 2024**